

White Pine Charter School Differentiated Pay Plan
Submitted October 1, 2013

White Pine Charter School fosters an academic environment where parents/family/community are encouraged to participate in the education of our students.

Each student will participate in at least one Core Knowledge-based project prior to May 1, 2014. Criteria for this project will be as follows:

- Each project presentation will be open to the public prior to May 1, 2014.
- Each teacher may create and execute a project for his/her own classroom or may collaborate with other teachers within their grade-level in planning and conducting a joint project.
- Each project must be submitted to and approved by WPCS administration in order to facilitate productivity, eliminate redundancy, and coordinate project presentation schedules.

Shares earned – 1 Share

All certified teachers kindergarten through 5th grade will receive 1 share if at least 85% of the grade level class completes a Core Knowledge project that is displayed to the public.

Middle school teachers will receive 1 share if at least 80% of the middle school students (6th-8th grade students) complete a Core Knowledge project that is displayed to the public.

Others included in the Differentiated Pay

All are based on fractions of the above measure for the various grades	
Principal	1/9 of each grade K-8
Assistant Principal	1/9 of each grade K-8
School Counselor (.25 Share)	1/9 of each grade K-8
K-5 Spec Ed	1/6 of each grade K-5
6-8 Spec Ed (.75 Share)	1/3 of each grade 6-8
Full Time Employees (Non Certified) (.50 Share)	1/9 of each grade K-8
Part Time Employees (Non Certified) (Share based on time in class not to exceed .20 Share)	1/9 of each grade K-8

